

Freedom of Information (Scotland) Act 2002 – Release of Information

**Subject: Information on employment and BAME communities**

Thank you for your request for information of where you asked for:

- a) The current number of Black and Minority Ethnic (BAME) employees at your association.
- b) The total number of BAME former employees who have left your association in the last 5 years.
- c) The total number of BAME individuals employed in senior and strategic roles within your association to date.
- d) Information about what actions your association has taken to proactively encourage, support, and assist your employees from a BAME background into senior and strategic roles within your association to date.
- e) Information about what actions your association has taken to understand the ethnic backgrounds, needs, and aspirations of BAME individuals to date.
- f) Information about what actions your association has taken to recruit BAME individuals into working for your association to date.
- g) Information about what actions your association intends to take to recruit BAME individuals into working for your association in the future.

Your request has been processed and considered under the terms of the Freedom of Information (Scotland) Act 2002. The information requested is provided below.

- a) Zero
- b) Zero
- c) Less than 5
- d) Currently, 3 staff including a member of the Leadership Team are taking part in the SFHA's Equality, Diversity and Inclusion Ambassador Training so that this year we develop an Equalities Strategy and re-introduce Equality Impact Assessments
- e) As part of the work stated in d) we are going to be reviewing our data collection methods and the uses of that data.
- f) Our application process states openly that we are an EDI employer.
- g) We will carry out an Equalities Impact Assessment before any future recruitment.

Please note that this response constitutes full release under the Freedom of Information (Scotland) Act 2002.